

Vaccine Mandate FAQ

Who does the vaccine mandate apply to?

The vaccine mandate applies to:

- Nova Scotia Health Authority and IWK Health Centre
- workers in long-term care facilities (licensed and unlicensed) and home-care agencies (publicly and privately funded)
- public school teachers, pre-primary and other school-based staff, regional and board office staff, and those providing services in schools, including cafeteria and school bus services
- Hearing and Speech Nova Scotia
- workers in residential facilities and day programs funded by the Department of Community Services Disability Support Program and adult day programs funded by Department of Seniors and Long-Term Care
- workers in Department of Community Services facilities and those providing placements for children and youth in the care of the Minister of Community Services (excluding foster family placements)
- paramedics, LifeFlight nurses and some other staff at EHS
- physicians and other service providers to the above organizations; for example hairdressers and contractors

Why aren't other first responders included (police, fire, etc.)?

We're starting with these groups and if we need to expand, or there's a good reason to expand, we will.

Why does the vaccination mandate not cover day cares?

Whether to expand this mandate to childcare is under consideration.

Why are you implementing a vaccine mandate?

We are mandating vaccination for specific groups who provide services and supports to some of our most vulnerable citizens, like people in long-term care, patients and children unable to be vaccinated. This is not a decision we take lightly. However, there are tens of thousands of people who have not received any dose of vaccine and we need to do more. This mandate will help keep our community safe.

How is forcing people to get a vaccination legal?

The Chief Medical Officer of Health has legal authority under the Health Protection Act to require people to take action or refrain from taking any action he deems to be necessary to protect citizens against the risk of COVID19 and the spread of this virus. A vaccine mandate falls within the scope of his authority.

Is it a violation of my human rights?

Any action taken by the Chief Medical Officer of Health or requested of others to mitigate the risk of COVID19 takes into consideration human rights. Every measure put in place to protect Nova Scotians from the spread of COVID19 aims to strike a balance between the rights of an individual and the need to protect the public from the risks of a deadly disease.

When must employees show proof of full vaccination?

Employers will communicate with staff about when and how to show proof of vaccination.



What happens if an employee chooses not to get vaccinated?

Employees who continue to choose not to get fully vaccinated by November 30 will be placed on unpaid administrative leave.

What if an employee cannot get fully vaccinated by November 30?

If an employee is partially vaccinated and their second dose appointment is scheduled after November 30, they may return to work while they wait for their vaccine appointment. However, they will be required to wear PPE and possibly participate in serial testing until they are fully vaccinated.

Can an employee be fired?

Termination is an option, but it is a last resort.

Will government provide funding to cover the cost of administrative leaves?

Government will not provide employers with any additional funding to cover administrative leaves of absence related to vaccine status.

What about new hires into these organizations?

Full vaccination will be a hiring condition for new staff.

What about employees who cannot get vaccinated? What does this mean for them?

The province has a medical exception process in place. Any employee who cannot get vaccinated would follow this process. The medical reasons for exception to vaccination are very specific and limited and can only be provided by a nurse practitioner or family physician after an assessment.